

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 1769 - HB 1861**

February 1, 2018

**SUMMARY OF BILL:** Creates employment protections for victims of domestic abuse or sexual assault by establishing qualified reasons for such persons to miss work, including but not limited to the following: to attend court, meet with law enforcement, attend counseling, or find new housing.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- The provisions of this legislation apply to all types of employers; both public and private.
- Based on the information provided by the Department of Human Resources (DOHR), state employees who are victims of domestic abuse or sexual assault will be covered by the employment protections proposed in this legislation. Such employees will be required to use accrued leave or unpaid leave should such employees have no accrued leave balance.
- Any internal policy changes, document processing, and manual edits can be absorbed within existing resources of the DOHR. Therefore, any fiscal impact to DOHR is estimated to be not significant.
- Based on the information provided by the Department of Labor and Workforce Development (DLWD), any fiscal impact to DLWD and its operations is estimated to be not significant.
- To the extent state employees elect to take unpaid time off pursuant to this legislation, when in the absence of this legislation they would not, there could be decreases in state expenditures. However, it is anticipated that the majority of time taken by eligible state employees will be from accrued leave balances. As a result, any expenditure impacts to the state are estimated to be not significant.
- Local government employees would also be required to use accrued leave or unpaid leave should such employees have no accrued leave balance.
- To the extent local government employees elect to take unpaid time off pursuant to this legislation, when in the absence of this legislation they would not, there could be decreases in local expenditures. However, it is anticipated that the majority of time taken by eligible local employees will be from accrued leave balances. As a result, any expenditure impacts to local government are estimated to be not significant.

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- Any impact on local government entities to update policies or edit any existing rules for employees is estimated to be not significant.
- No additional staffing will be required for state or local government entities as the proposed legislation will not increase the number of leave days available to employees.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

/rbp